

EXHIBIT 3

CCS DISCIPLINARY NOTICE AND ACTION FORM

Employee: Ameil Trnava Position: Hangar
 Date of Incident: 9/14/18 Time: 12:30 p

VIOLATION:

☐ INSUBORDINATION ☐ ABSENTEEISM ☒ RULE VIOLATION ☐ WORK QUALITY ☐ SAFETY VIOLATION
☐ NO-CALL/NO-SHOW ☐ TARDINESS ☒ HARASSMENT ☐ ATTITUDE ☐ MISCONDUCT
☒ VIOLATION OF REGULATORY POLICY ☐ FAILURE TO FOLLOW INSTRUCTIONS ☐ FALSIFICATION ☐ DRESS CODE ☐ OTHER

COMPANY STATEMENT [provide details of when, why, how, and what happened; use additional sheets if necessary]:

Based on the fact that this was the fourth incident of complaint by a guest about making physical/sexual/ hitting on advances on them we file

Signed: [Signature] Title: Hangar Partner Date: 9/14/18

EMPLOYEE STATEMENT: ☐ I agree with Company Statement ☐ I disagree with Company Statement

Reasons:

Signed:

Date:

ACTION TO BE TAKEN NOW:

☐ WARNING

☐ FINAL WARNING

☒ DISCHARGE

☐ OTHER

NEXT VIOLATION WILL RESULT IN:

☐ WARNING

☐ FINAL WARNING

☐ DISCHARGE

☐ OTHER

ADDITIONAL CORRECTIVE ACTION:

I acknowledge receipt of this Disciplinary Notice.

Employee's Signature:

refused to sign

Date:

9/14/18

I have discussed this Disciplinary Notice with the employee.

Supervisor's Signature

[Signature]

Date:

9/14/18

Witness Signature: Matt Moore Manager Podase 9/14/18 Date: [Signature]

Print Name: _____

715 EX. #3